From: Tiffany Smith-Simmons

To: Cancy McArn

Date: 4/23/2019 11:58:02 AM

Subject: Re: Grievance - Counselors

I have the template I will forward it when I return.

Sent from my iPhone

On Apr 23, 2019, at 11:54 AM, Cancy McArn cancy-McArn@scusd.edu> wrote:

Hi Kristina,

Is there a response template that legal was working on that speaks to Ted's point below?

From: Ted Appel < AppelT@scusd.edu>
Sent: Monday, April 22, 2019 8:21 PM
Tel Kristing Payer, Writing Payer, @scusd.edu

To: Kristina Reyes <<u>Kristina-Reyes@scusd.edu</u>>

 $\label{eq:cc:Roxanne Findlay} < & \underline{\text{Roxannfi@scusd.edu}} > ; \text{Christina Espinosa} < & \underline{\text{CEspinosa@scusd.edu}} > ; \text{Cancy McArn} < & \underline{\text{Cancy-McArn@scusd.edu}} > ; \\ \text{Cancy-McArn@scusd.edu} > ; \\ \text{Ca$

Subject: Re: Grievance - Counselors

I think we should ask for specific sites, and specific dates they were assigned to do conduct these meetings including documentation to support.

I think they should also be asked if the specific counselors met with those principals in an attempt to resolve their concerns.

Sent from my iPhone

On Mar 29, 2019, at 10:40 AM, Kristina Reyes < Kristina-Reyes@scusd.edu> wrote:

Good Morning Nikki,

This e-mail confirms my receipt of the Level 1 grievance filed by the Counselors on March 28, 2019. For your records, this grievance has been documented as GR# 23.

If you could provide me with 3 dates and times that will work best for you and the Counselors to schedule the Level 1 meeting, I will then confirm with Roxanne's schedule.

Please note that this e-mail serves only as an acknowledgment of receipt of the information sent by the Counselors regarding the grievance. It does not constitute acceptance of the grievance by the District, nor does it waive any potential defenses the District may have regarding the claims made in the grievance.

Thank you,

Kristina Reyes | Human Resource Administrative Assistant Sacramento City Unified School District 5735 - 47th Avenue | Sacramento, CA 95824 (916) 643-7474 kristina-reyes@scsud.edu

From: SCTA [mailto:scta@saccityta.com]
Sent: Thursday, March 28, 2019 8:10 PM
To: Kristina Reyes kristina-Reyes@scusd.edu
Cc: Nikki Milevsky nmilevsky@saccityta.com

Subject: Grievance - Counselors

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

Hello Kristina,

Please see the attached grievance for all affected counselors and confirm receipt.

Thank you,

Nichole Burke
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819
(916) 452 – 4591
scta@saccityta.com

<No. 23 18-19 L1 Counselors, all affected grievance.pdf>

From: <u>Alex Barrios</u>
To: <u>Iris Taylor</u>

Date: 4/5/2019 8:27:38 AM Subject: Re: Strike information

Are we sure it was the teacher who shared it? I thought The email from Christine said it was a parent who shared it with other parents. Please help clarify. Thanks.

Sent from my iPhone

On Apr 5, 2019, at 8:04 AM, Iris Taylor < lris-Taylor@scusd.edu> wrote:

Oh Boy! I will send on to Supt, HR, and legal

Sent from my iPhone

On Apr 5, 2019, at 7:43 AM, Christine Baeta < Christine-Baeta@scusd.edu > wrote:

Good morning,

If this has already been addressed, thank you for reminding me!

Can parents use classroom apps to post information on the strike?

Background:

President Ryan's attends Washington, is in this classroom, and received this as a parent in the classroom.

She forwarded to Gema with question below.

Sent from my iPhone

Begin forwarded message:

Dr. Gema Godina-Martinez Principal, Washington Elementary School (916) 752-3321

Begin forwarded message:

From:

Date: April 5, 2019 at 12:09:16 AM PDT

To: Gema Godina < gema-godina@scusd.edu >

Subject: Fwd: Strike information

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

FYI. Who is giving this information out? Is this happening across the school site?

----- Forwarded message ------

From: Christina Fierro (Room E 2018-2019) < updates@simplycircle.com >

Date: Thu, Apr 4, 2019 at 11:47 PM

Subject: Strike information

To:

SimplyCircle

Hello Families, we would like to share the strike information. Sharing with hopes there is a resolution before next Thursday. As you know, Teachers are not allowed to discuss the strike on campus or during work hours so We would like to spread the word. As of now, next Thursday, April 11th, all teachers will strike. They are striking for two reasons. 1) to have their contract recognized (they approved but did not put into action the third phase of the contract). And 2) to encourage the district to meet with the union and take into account the necessary budgets adjustments to prevent a state take over. On Thursday, Our teachers will not enter campus. They will be in the front of the school. There will be a sub (emergency subs do not need a credential and fingerprinting can take weeks). As supporter of our teachers, we are encouraging families to keep their children home that day. Again, with that being said we are hoping for a resolution so that it does not come to a strike. It is only a one day strike- teachers will defiantly return to the class on Friday.

Room E 2018-2019

Hello Families, we would like to share the strike information. Sharing with hopes there is a resolution before next Thursday. As you know, Teachers are not allowed to discuss the strike on campus or during work hours so We would like to spread the word. As of now, next Thursday, April 11th, all teachers will strike. They are striking for two reasons. 1) to have their contract recognized (they approved but did not put into action the third phase of the contract). And 2) to encourage the district to meet with the union and take into account the necessary budgets adjustments to prevent a state take over. On Thursday, Our teachers will not enter campus. They will be in the front of the school. There will be a sub (emergency subs do not need a credential and fingerprinting can take weeks). As supporter of our teachers, we are encouraging families to keep their children home that day. Again, with that being said we are hoping for a resolution so that it does not come to a strike. It is only a one day strike- teachers will defiantly return to the class on Friday.

Comment

Log in









Privacy Policy | Contact Support | Our blog 1525 Miramonte Avenue #3673 Los Altos, CA 94024

You are receiving this email because you signed up for SimplyCircle.

To change your email preferences, click here.

From: <u>Tanisha Turner</u>

To:

Date: 4/25/2019 2:07:24 PM Subject: RE: UPE Dues Check

Hello,

I'm not sure what the problem is but we can do a re-print and you can pick it up tomorrow.

Thanks,



Tanisha Turner Employee Compensation | Director II 5735 47th Ave, Box 772 | Sacramento, CA 95824 Office: 916.643.7465 | Fax: 916.399.2056 | E-mail: tanishtu@scusd.edu

From:

Sent: Thursday, April 25, 2019 2:03 PM To: Tanisha Turner <Tanishtu@scusd.edu>

Cc: Judy Montgomery < Judy-Montgomery@scusd.edu>; Marla VanLaningham < Marla-VanLaningham@scusd.edu>

Subject: UPE Dues Check

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Hi Tanisha. Once again we did not receive our Union Dues. Normally it comes the first of the month but we did not receive it. I will be at LMC meeting in morning so perhaps you can touch base with me then. Thanks.

From: Rebecca Wall

To: Sandy Kiser-Stodden

Tanisha Turner

Mario Gallegos

Date: 4/22/2019 12:57:02 PM Subject: RE: Strike Absences

Thank you!

Thank You,

Rebecca Wall Health Services Technician *Health Services Department – Box 764* Sacramento City Unified School District (916) 643-7963

Have you read our <u>Wellness Policy</u>? Username: saccity Password: public

Got TDap?

Heal thy Fundraising Ideas!

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From: Sandy Kiser-Stodden

Sent: Monday, April 22, 2019 12:35 PM

To: Rebecca Wall <Rebecca-Wall@scusd.edu>; Tanisha Turner <Tanishtu@scusd.edu>; Mario Gallegos <Mario-

Gallegos@scusd.edu>

Cc: Victoria Flores < Victoria-Flores@scusd.edu>; Sherrie Boggess < SherriBo@scusd.edu>

Subject: RE: Strike Absences

Yes.

From: Rebecca Wall < Rebecca-Wall@scusd.edu>

Sent: Monday, April 22, 2019 12:23 PM

To: Tanisha Turner < <u>Tanishtu@scusd.edu</u>>; Sandy Kiser-Stodden < <u>Sandy-Kiser-Stodden@scusd.edu</u>>; Mario Gallegos < <u>Mario-Gallegos@scusd.edu</u>>;

iviario-danegose scasa.caa

Cc: Victoria Flores < Victoria-Flores@scusd.edu>; Sherrie Boggess < SherriBo@scusd.edu>

Subject: RE: Strike Absences

To clarify, we should enter each strike participant into our April Leave Batch as DKT for 4/11/19?

Thank You.

Rebecca Wall Health Services Technician Health Services Department – Box 764 Sacramento City Unified School District (916) 643-7963

Have you read our <u>Wellness Policy</u>? Username: saccity Password: public

Got TDap?

Heal thy Fundraising Ideas!

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From: Tanisha Turner

Sent: Monday, April 22, 2019 11:27 AM

To: Sandy Kiser-Stodden < <u>Sandy-Kiser-Stodden@scusd.edu</u>>; Rebecca Wall < <u>Rebecca-Wall@scusd.edu</u>>; Mario

Gallegos < Mario-Gallegos@scusd.edu >

Cc: Victoria Flores < <a href="Microsequal-right

Subject: RE: Strike Absences

Hello,

We will be docking full salary for 4/11/19 but we don't need anything for 4/12. I hope this helps and advise if further information is needed.

Thanks, Tanisha

From: Sandy Kiser-Stodden

Sent: Monday, April 22, 2019 10:06 AM

To: Rebecca Wall < Rebecca-Wall@scusd.edu>; Mario Gallegos < Mario-Gallegos@scusd.edu>; Tanisha Turner <

Tanishtu@scusd.edu>

Cc: Victoria Flores < Victoria-Flores@scusd.edu>; Sherrie Boggess < Sherrie Boggess < Microsequations-number-12">Sherrie Boggess Sherrie Boggess Microsequations-number-12">Sherrie Boggess <a href="M

Subject: RE: Strike Absences

Including my Director. Waiting on decision on how the 4/11/2019 date is being handled.

However, if there are any absences for 4/11 and 4/12 please reference the notification from the Superintendent what is required.

Sandy

From: Rebecca Wall < Rebecca-Wall@scusd.edu>

Sent: Monday, April 22, 2019 8:53 AM

To: Sandy Kiser-Stodden < <u>Sandy-Kiser-Stodden@scusd.edu</u>>; Mario Gallegos < <u>Mario-Gallegos@scusd.edu</u>>

Cc: Victoria Flores < Victoria-Flores@scusd.edu>; Sherrie Boggess < SherriBo@scusd.edu>

Subject: Strike Absences

Hi Payroll Team!

How should we be coding strike absences in our April Leave Batch? Additionally, how do we document legitimate absences for 4/11 & 4/12?

Thank You,

Rebecca Wall Health Services Technician Health Services Department – Box 764 Sacramento City Unified School District (916) 643-7963

Have you read our <u>Wellness Policy</u>? Username: saccity Password: public

Got TDap?

Heal thy Fundraising Ideas!

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From: Mail Delivery Subsystem <mailer-daemon@googlemail.com>

To: Alex Barrios

Date: 4/11/2019 3:31:03 PM

Subject: Delivery Status Notification (Failure)

Attachments: Undeliverable: District issues post-strike statement honoring "cease fire" agreement

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From: <u>Mail Delivery Subsystem < mailer-daemon@googlemail.com></u>

To: mkawahara@sacbee.com
Date: 4/11/2019 3:31:03 PM

Subject: Undeliverable: District issues post-strike statement honoring "cease fire" agreement

Attachments: District issues post-strike statement honoring "cease fire" agreement

Message not delivered

There was a problem delivering your message to mkawahara@sacbee.com. See the technical details below.

From: Alex Barrios
To: Alex Barrios

Date: 4/11/2019 3:29:39 PM

Subject: District issues post-strike statement honoring "cease fire" agreement

Dear News Media Outlets,

The Sacramento City Unified School District issued the following statement this afternoon after the conclusion of the one day teachers strike:

District Administrators and Board Members spent today visiting school sites meeting with and listening to our students, educators, staff and families. The message we heard from our community was clear—they do not want to be caught in the middle of a fight between leaders of the SCTA and District. While our community understands we have a \$35 million budget deficit and are at risk of state takeover, they w ----- Message truncated -----

From: DA Daily Newsletter < enewsletter@educatorsportal.com >

To: Alex Barrios

Date: 4/19/2019 1:52:09 AM

Subject: Civics education: private-school oversight; school by 5

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The Two-Minute Briefing for K12 Leaders



Published by District Administration 04/19/2019

View as web page

Trending on DA

DA op-ed: The importance of leadership coaching

DA

Without support, principals are isolated, which can negatively impact job performance and lead to frequent principal turnover. To stay in the role and make real, sustainable improvements, school leaders need the support of an experienced and knowledgeable thought partner. Read more>>

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Rethinking fuel type to reduce budget and maintenance headaches

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While many districts consider switching to alternative-fueled school buses to replace their aging diesel-powered fleet, diesel is still the best long-term option. Find out why. Read more>>

ICYMI: DA op-ed: 13 online challenges you should know about

DA

These challenges or stunts range from harmless to horrifying. To help keep students safe, educators and parents should talk with and get students to think, acknowledge peer pressure and stay (somewhat) up to date. Read more>>

Top News

Illinois school board wrestles with future of testing for teacher hopefuls

Chalkbeat

As Illinois officials begin to tackle the state's teacher shortage, lawmakers and policymakers alike are taking a close look at a controversial licensing exam that might be keeping some educators out of the classroom. Read more>>

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Don't make do. 'Maker' your space.

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As makerspaces take over the learning environment, we know you can end up with a pile of totes, egg crates, power strips and more. Don't make do; "maker" your space with new maker carts from Spectrum. Read more>>



Tennessee school voucher bill clears House panel with new amendment

Times Free Press

In a successful bid to win over more rural GOP lawmakers' support for Republican Gov. Bill Lee's school voucher bill, House GOP leaders added an amendment that would aid smaller public school districts at the expense of the four largest systems. Read more>>

Latinos students more likely to be arrested at Conn. schools with police officers

The CT Mirror

In Connecticut, Latino students are six times more likely to be arrested at a school with a school resource officer—a sworn police officer—than at a school without one, according to a study released by Connecticut Voices for Children.

Read more>>

5 Steps to Preventing Ransomware with Cyber-Aware Staff
WATCH NOW ON DEMAND

Law would require Illinois children to start school by age 5

Chicago Tribune

The practice of sending kids to kindergarten at the age of 6—sometimes called academic redshirting—is under threat in Illinois, with legislators considering a bill that says children must start kindergarten by age 5 instead of 6. Read more>>

New York court throws out plan for private-school oversight

Times Union

A judge has thrown out the State Education Department's new oversight program for parochial schools, schools and yeshiva schools, concluding that it was improperly put in place. The plan required local school boards to survey the schools and decide whether the institutions were following state law. Read more>>

Opinion & Analysis

Can civics education allow schools to rediscover their democratic purpose?

The 74

In an era of 'fake news' and loss of trust in political institutions, states, schools and philanthropies are increasingly turning to civics education as a way to stem the tide of cynicism and disengagement. Read more>>



Early ed should adopt ideas from Montessori schools

The Hechinger Report

Montessori concepts include activities that emphasize exploration and cooperation as well as developing critical thinking skills. Supporting the needs of students from diverse racial, ethnic and socioeconomic backgrounds is important. We must focus more properly on basic skills. Read more>>

The humane way to cover school-shooting anniversaries

The Atlantic

Twenty years after Columbine, reporters have plenty of experience covering these tragedies. But balancing the demands of journalism, human curiosity, and the well-being of survivors remains a work in progress. Read more>>

Industry News

Curated, secure video platform launched for educators

Boclips

Boclips launched its new solution, Boclips for Teachers, a video platform that offers educational content from more than 120 partners that is appropriate for students of all ages and covers every school subject Read more>>

Alerts app augments new safety actions at Texas district

Anonymous Alerts, LLC

The Carrollton-Farmers Branch ISD with its 35 schools has partnered with Anonymous Alerts to bring an anti-bullying app to the district. The app allows students and parents to anonymously submit alerts about suspicious activity, safety threats, alcohol or drug use, depression, harassment, family issues, and more. Read more>>

Integrating data-collection technology with coding software

Vernier Software & Technology

The Vernier Go Direct Force and Acceleration Sensor now integrates with the Scratch coding platform. By bringing together these technologies, students are able to engage with scientific and computational concepts through hands-on project-based learning. Read more>>

People Watch

Douglas Silvernell chosen as new Cambridge school superintendent

The Post-Star

Currently the assistant superintendent for 21st-century teaching and learning at the Saratoga Springs City School District, Douglas Silvernell has been chosen as the new superintendent of the Cambridge CSD. He replaces Vincent Canini, who is retiring. Read more>>

Port Jefferson Schools name new school leader

Port Jefferson Patch

Jessica Schmettan has been named as Port Jefferson School District's superintendent of schools. She currently serves as the assistant superintendent for curriculum and instruction in the district. She will replace Superintendent Paul Casciano. Read more>>

Burnsville-Eagan-Savage district picks Theresa Battle

Pioneer Press

Two years after the Minnesota district lost its superintendent to St. Paul's school district, the Burnsville-Eagan-Savage district is getting St. Paul's assistant superintendent for high schools as its next superintendent. Theresa Battle will take over from Superintendent Cindy Amoroso, who is retiring. Read more>>

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35 Nutmeg Drive, Suite 205 Trumbull, CT, 06611 From: <u>Cathy Allen</u>
To: <u>Joe Dixon</u>

Date: 4/5/2019 8:46:18 AM

Subject: Re: Student Presentations

State receivership is a good one. I'm going to need all the help I can get...

If not, what about planning for a teacher strike?

Meet for lunch today?

Sent from my iPhone

On Apr 5, 2019, at 8:44 AM, Joe Dixon < <u>ioe.dixon@cox.net</u>> wrote:

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Let's talk about it today - energy mgmt could be good topic for M & O session.

Joe Dixon

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your cooperation.

On Apr 5, 2019, at 8:36 AM, Stacy Lowrance < > wrote:

Are we going we these 2 topics to add to September?

Energy Management Opportunities

Partnering with your IOR

Stacy Lowrance, CMP SFLA Coordinator 916.448.8577 x 217 916.682.7463 fax www.cashnet.org

From:

Sent: Friday, April 05, 2019 5:25 AM To: 'Janet Dixon'; Stacy Lowrance

Cc: 'Ed Mierau'; 'Cathy Allen'; 'Bob Blattner' Subject: RE: Student Presentations Inglewood is in state receivership – but they are few and far between. I have Eugenio presenting on Facility Hardship which will touch on the state receivership. The new "law" is the county office takes over control from CDE – Mike Fine and FCMAT really pushed that through.

From: Janet Dixon < jdixon@tvusd.k12.ca.us> Sent: Thursday, April 4, 2019 11:12 PM

To: Stacy Lowrance

cc: Ed Mierau ; Cathy Allen <<u>cathy-</u>

<u>allen@scusd.edu</u>>; Bob Blattner

Subject: Re: Student Presentations

I went through some old agendas, and found three that were done in prior years that might be good to add.

Energy Management Opportunities Working in a District in State Receivership (Do we have any this year?) Partnering with your IOR.

Any other ideas?

Janet Dixon

Director of Facilities Development Temecula Valley Unified School District 31350 Rancho Vista Road Temecula, CA 92592

Email: jdixon@tvusd.k12.ca.us

Phone: (951) 506-7914

On Thu, Apr 4, 2019 at 5:50 PM Stacy Lowrance

wrote:

There are 2 in September described as "New."

From: Janet Dixon [mailto:idixon@tvusd.k12.ca.us]

Sent: Thursday, April 04, 2019 5:33 PM

To: Stacy Lowrance

Cc: Ed Mierau ; Cathy Allen; Bob Blattner

Subject: Student Presentations

Stacy:

Can you have a sign up sheet printed out for the student presentations? April and May are already filled, and we can work in a time for them to sign up for the rest sometime this weekend.

Janet Dixon

Director of Facilities Development Temecula Valley Unified School District 31350 Rancho Vista Road Temecula. CA 92592

Email: jdixon@tvusd.k12.ca.us

Phone: (951) 506-7914

On Thu, Apr 4, 2019 at 5:03 PM Stacy Lowrance

wrote:

Hello all,

The April homework mentor survey is attached.

Thank you,

Stacy Lowrance, CMP SFLA Coordinator 916.448.8577 x 217 916.682.7463 fax www.cashnet.org

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From: Jorge Aguilar
To: Jessie Ryan
Darrel Woo

Michael Minnick

Date: 4/8/2019 4:52:21 PM

Subject: FW: Spanish Video Script Schools Will Remain Open During Strike

Attachments: English Strike Prep Video Script.docx

Members Ryan, Woo, Minnick,

Attached you will find the English version of the video statement we recorded in Spanish. We will finalize and release the video tomorrow. Take care.

From: Catalina Martinez

Sent: Monday, April 8, 2019 1:59 PM

To: Jorge Aguilar < <u>JAguilar@scusd.edu</u>>; Alex Barrios < <u>Alex-Barrios@scusd.edu</u>> Subject: Re: Spanish Video Script Schools Will Remain Open During Strike

Superintendent,

Here is the link to your video message in Spanish for your review and approval: https://youtu.be/f-N7BK6fw3l

Thank you!

Catalina

Hello everyone, this is Jorge Aguilar, Superintendent of the Sacramento City Unified School District.

You have probably heard about the planned teacher strike in our District this Thursday, April 11th. I want you to know that even though not all employees will be coming to work that day, I, as Superintendent, plan on keeping all schools open this Thursday so that our children will continue to have a safe learning environment to go to during the day.

We are also planning on continuing to provide meals during breakfast and lunch that day, as well as having our bus routes operate as usual.

As a parent of four children in our District schools, I know a strike is the last thing I want my children to experience. That is why I am going to continue working my hardest, and continue reaching out to leaders of the teachers union, to reach an agreement that will avoid a strike. I will keep the community updated on these efforts in the hours and days ahead.

My priority on Thursday will continue to be working to provide a positive and safe educational environment for our students. I understand parents are concerned about the impacts that a strike would have on our students and our schools. I want to reassure you that I will continue doing everything in my power to prevent a strike from happening and to save our schools from a state takeover.

For more information and the latest updates, please visit our website. Thank you.

From: To:

Date: 4/10/2019 8:09:46 PM
Subject: Re: Final Article in Series

Exactly. His 3rd part was much stronger than the 2nd part. Instead of offering evidence in the 2nd part, he just gave a lot of opinion about Borsos. In the 3rd part he got back to real reporting and not opinion.

Sent from my iPhone

On Apr 10, 2019, at 7:58 PM,

Bravo to Marcos - and love that he saw the LA piece as well!

Sent from my iPhone

On Apr 10, 2019, at 6:57 PM,

> wrote:

SECTIONS

<image001.png>

Sac Unified teachers at crisis point, part 3: Where are the answers? | The Sacramento Bee

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<u>LATEST NEWS</u>

Sac Unified teachers at crisis point, part 3: Where are the answers?

BY MARCOS BRETÓN

APRIL 10, 2019 02:53 PM, UPDATED 1 HOUR 14 MINUTES AGO

Families brace for teachers' strike heading to Sacramento City Unified Thursday

<image002.png>

Families of students at Sacramento city schools talk about how they feel about a one-day strike set for Thursday, April 11, 2019, by the Sacramento City Teachers Association, which alleges the district has engaged in unfair labor practices. BY AKIRA OLIVIA KUMAMOTO | ALEXANDRA YOON-HENDRICKS | HECTOR AMEZCUA

Teachers at the Sacramento City Unified School District are striking for one day, on April 11. Columnist Marcos Bretón breaks down the issues. Part one of three here. Last part of three:

The strike is on for Thursday, but it isn't going to solve the problems. It's not even the right approach.

Is this one-day strike illegal?

ADVERTISING

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Sacramento teachers are currently under contract. They secured that contract 18 months ago by threatening to strike. Article 3.7 of the contract reads: "The Association and the District agree that differences between the parties shall be settled by peaceful means as provided in this Contract. For the duration of this Contract, the Association, in consideration of the terms and conditions provided herein, will not engage in, instigate or condone any strike or work stoppage of members of the bargaining unit."

OPINION

The district is in arbitration with the Sacramento City Teachers Association over disputes in the contract. By definition, that means the district is cooperating and adhering to "peaceful means" of resolving differences between them and SCTA. An arbitrator is expected to rule on this issue later this month.

So what the teachers are doing by striking – even for a day – is violating the terms of their contract.

One other major point here is that strikes in Oakland and Los Angeles only happened only after all state-mandated steps had been exhausted. That is not the case here.

"The math is the math. A one-day strike will not change a \$35-million deficit (the district is facing) and the real threat of state receivership," said Mayor Darrell Steinberg. "The only way forward is to sit down and negotiate a fair solution to avoid receivership."

Mike Antonucci, a writer for L.A. School Report, wrote about how Sacramento's strike is <u>different</u> from other strikes. He pointed out how SCTA bragged about how its tactic might affect strikes in other cities. On Wednesday, <u>Iwrote</u> about John Borsos – the leader of SCTA –

who seems more interested in waging a war than making an agreement that would benefit kids

In his story, Antonucci correctly cited how in the private sector, strikes are regulated by the National Labor Relations Board. But in the public sector, the California Public Employment Relations Board allows some strikes in cases of unfair labor practices

Is that why SCTA is alleging that the district is in violation of the contract with teachers?

Yes, but again: The district and SCTA are in arbitration. They called a one-day strike before their state-mandated remedy had been resolved.

So, what are the major issues causing teachers to strike for a day?

The two sides have two primary bones of contention (in addition to other disagreements). According to the SCTA, the district has "reneged" on giving teachers a raise included in the contract reached between teachers and the district in late 2017.

SCTA also alleges that the district is in violation of a provision of the same contract. It says that provision calls for teachers to agree to switch to a less expensive health care plan than the one they currently have. But, the SCTA says, any savings from switching health plans would have to be spent by the district on hiring nurses, counselors, psychologists and other support staff. And, the SCTA alleges, some of the savings would go toward reducing class sizes.

Is SCTA accurate in its allegations?

No, and here is why. The 2017 labor contract reached by Sac City Unified—like all contracts countywide—was vetted by the Sacramento County Office of Education. It was analyzed by Dave Gordon, the county superintendent of schools. In addition, the district also had to comply with state law and produce a legal document specifying exactly how much the teacher raises would cost the district each year.

Gordon's financial analysis, dated Dec. 7, 2017, of how much teacher raises would cost the district was identical to the legal document ratified by the district in a public meeting in December 2017. The district and the county office of education were in agreement as to how much teacher raises would cost.

Those costs were approved at the December 2017 school board meeting. SCTA President David Fisher spoke at that meeting and he did not once say, "Hey, we're getting short-changed on these raises." Or "Hey, we see different numbers."

On the contrary. In the <u>video</u> of the meeting, he speaks at about the two-hour-45-minute mark. Fisher said: "We would like to express our appreciation for Superintendent Jorge Aguilar, whose direct involvement was crucial to not only resolving this contract, but more importantly, to creating a climate of trust."

Later the two sides disagreed on the dollar amounts and percentages of the raises.

On the allegation that the district "reneged" on a contract provision calling for savings in health care to be spent on hiring counselors, psychologists, nurse and reducing class sizes?

This argument has a big problem. No such binding agreement exists. If it did, its financial effects would have been presented to Gordon. He would have done an analysis as he did on the raises. They were not presented to him and he did not do an analysis.

In the 2017 contract, the part about committing health care savings to hire more SCTA was listed as a non-binding goal.

Wait, weren't these issues resolved when SCTA and the district reached a contract agreement with the help of Steinberg?

Yes and no. A teachers strike was averted with Steinberg's help and that was good. But the contract was done in secret where only Steinberg and the two parties were present.

Many provisions were written into the document by Steinberg in long hand. The document can be confusing to read and it's definitely not specific enough. If the district and SCTA trusted each other, we would have no problem, but Sacramento City Unified has been dysfunctional for at least 20 years and longer.

So even though there was an "agreement," SCTA now is interpreting that agreement differently than the district.

On the raises, the district budgeted for a specific amount, submitted that amount to Gordon for review, approved that amount in public, and followed state law by citing that amount in legal documents. What isn't in dispute is that we're talking about a series of raises to teachers, some retroactive.

The pay increase schedule called for a 2.5 percent raise for teachers in fiscal year 2016-17 that raised what the district paid in total compensation by \$4.8 million. Then another 2.5 percent raise in fiscal year 2017-18 raised total compensation costs for the district by \$6.1 million from what it paid before the deal.

Fiscal year 2018-19 called for another 2.5 raise for everyone, and an additional 3.5 percent raise for "mid-career teachers." These raises would have raised compensation costs to \$14 million over what the district used to pay before the deal.

Gordon warned district officials that they would have to make deep cuts to pay for the teaches raises. But Gordon's warnings received little attention.

Remember that last point – that the district would have to cut programs for kids to pay for teacher raises – because it will come up again.

How far apart are the district and SCTA on what those raises would actually cost?

Pretty far. The dispute is over the 3.5 percent raise.

The district hired a certified public accountant to <u>analyze</u> how SCTA interpreted the 3.5 raise. According to the CPA, the SCTA interpretation of the raise essentially doubled its size to 7.1 percent. It's a difference of \$7 million more the district would have to pay. A point to remember: It's a \$35-million budget deficit that the district is facing and SCTA is going to war over \$7 million.

What about SCTA allegations that the district is bloated and incompetent?

The allegation that Sac City Unified has bloated administration costs is not supported by data compiled by the California Department of Education. According to CDE, Sac City Unified has low administration overhead compared to other districts in the region. The countywide average in administration costs is 5.7 percent of its operating budget. Sac City Unified is in the 4 percent range, which is lower than Elk Grove Unified, Twin Rivers Unified, Folsom-Cordova Unified and Natomas Unified.

As for the claim by SCTA that the school district is incompetent in managing its finances? Well, the district was warned by Gordon that it really couldn't afford the raises it was giving teachers. So in a real sense, the district is in financial trouble now for giving teachers the raises they wanted. I wrote about that on <u>Tuesday</u>, about how the public wanted teachers to get raises but didn't pay attention to warnings by county education officials that raises would have to come with made major budget cuts.

So essentially, is SCTA is saying this to the district: You're incompetent for giving us what we wanted!

What does the superintendent propose to solve this?

He proposes having all employees – including teachers and administrators – in the same health care pool. Currently, SCTA members have the most generous health care plan of any employees – including administrators.

SCTA members can choose between Kaiser and Health Net, which is the most expensive health care plan the district offers when employees use it for themselves and their families. Per their collective bargaining agreement, only teachers have access to Health Net.

The district covers these costs for family coverage for more than 550 SCTA members. The cost of each of those plans is more than \$34,000.

That's almost \$13,000 more per employee than the next most expensive health care plan paid to some San Juan Unified employees, Sac City Unified records show. It's \$21,000 more than health care plans at Natomas Unified. Other school districts such as San Juan and Natomas put a cap on their health costs, but Sac City Unified does not for its teachers.

Instead of asking Sacramento residents for a parcel tax as Los Angeles Unified is proposing or gutting programs for kids as Oakland schools are doing, Aguilar thinks Sacramento can rein in its health care costs. If the district did that, Aguilar believes the district would be in a stronger position to ask taxpayers for help later.

How has SCTA responded?

Nikki Millevsky – an SCTA leader – said on KCRA the district "deserved competent leadership." And at the Thursday meeting, after district staff became emotional describing the painful cuts the district would have to make, some teachers followed up those comments by telling district board members to "keep their promises" to teachers.

Do SCTA leaders care more about their benefits and salaries than programs for kids?

Not to answer a question with a question but: What do you think? FOLLOW MORE OF OUR REPORTING ON OPINION

Sac Unified teachers at crisis point, part 2: A culture of dysfunction

APRIL 10, 2019 02:40 AM

<u>EDUCATION</u>

A pay disparity is at the heart of the Sacramento teacher's strike. Can the district change?

APRIL 10, 2019 02:40 AM

From:

Sent: Wednesday, April 10, 2019 1:33 PM

To: Ed Eldridge Supt Office <<u>Ed-Eldridge@scusd.edu</u>>; Christina Espinosa <<u>CEspinosa@scusd.edu</u>>; Linda Kingston <<u>Linda-Kingston@scusd.edu</u>>; Sean Alexander <<u>Sean-Alexander@scusd.edu</u>>; Jacob Walker < <u>Jacob-Walker@scusd.edu</u>>; Uve Dahmen <<u>Uve-Dahmen@scusd.edu</u>>; Kelley Odipo <<u>Kelley-Odipo@scusd.edu</u>>; Dianne Brown <<u>Dianne-Brown@scusd.edu</u>>; Kal Phan <<u>Kal-Phan@scusd.edu</u>>; Cathy Morrison <<u>Cathy-Morrison@scusd.edu</u>>; Victoria Flores <<u>Victoria-Flores@scusd.edu</u>>
Subject: Putting the puzzle together

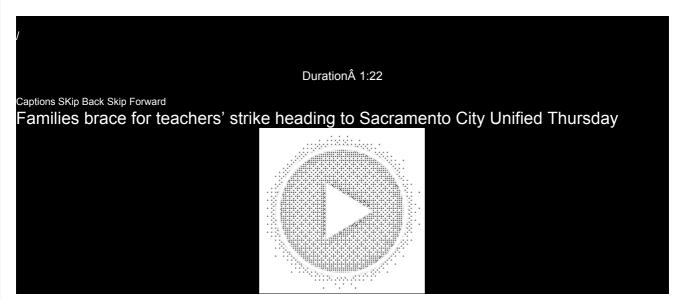
Hello Everyone,

Greetings. My apologies if you have already seen the article below. I think it is does a good job of providing some perspective on the events leading up to tomorrow's action....it is not "the truth" but a piece of the puzzle.

Sac Unified teachers at crisis point, part 2: A culture of dysfunction

Unmute

Progress: 0%



SHARE

Families of students at Sacramento city schools talk about how they feel about a one-day strike set for Thursday, April 11, 2019, by the Sacramento City Teachers Association, which alleges the district has engaged in unfair labor practices. BY AKIRA OLIVIA KUMAMOTO | ALEXANDRA YOON-HENDRICKS | HECTOR AMEZCUA

Teachers at the Sacramento City Unified School District are striking for one day, on April 11.

Columnist Marcos Bretón breaks down the issues. Part one of three here. Part two of three:

Laughter is not the best medicine for solving the budget issues that face Sacramento schools, not with a strike coming and insolvency on the horizon. But that's some of what we are seeing right now. Let's work through what that means.

How dysfunctional is the culture at the Sacramento City Unified School District?

Well, the leaders of the teachers union—the Sacramento City Teachers Association—laughed and joked during a video to its members about going on strike for a day on Thursday. The video was posted on the <u>SCTA Facebook page</u> on Monday evening.

OPINION

In the video, David Fisher – President of SCTA – suggests that his group is the only party "in the room" trying to hammer out a deal that would avert a one day strike. If this were true, and it's not, this would have dire consequences because Sacramento's public school district is facing insolvency.

Sac City is up against a \$35-million deficit and will run out of money at the end of this year if the SCTA and the teachers don't plug that gaping budget hole.

Here is why it's misleading and potentially dangerous for Fisher to suggest that Superintendent Jorge Aguilar is not "in the room" on critical negotiations to avoid a strike. First, Fisher knows very well that the meetings between SCTA and the district are being run by state mediators. Those mediators have had the parties sign a confidentiality agreement not to discuss the meetings.

Fisher may be violating the spirit of that confidentiality agreement by suggesting that the district is not the "in the room" to negotiate with them. This is false on two counts.

First, the state mediators are conducting shuttled mediation. That means that the mediator keeps the parties in separate rooms by design.

Second, I have confirmed that Aguilar and a team of negotiators from the district were, in fact, participating in this shuttled mediation. And four of the other unions like Aguilar and want to make a deal.

Where did the meeting take place? At the headquarters of SCTA. Aguilar and his team were there on Monday. And they were there on March 28.

So when Fisher says the district was "not in the room," he is telling what some would call a whopper. Others might say he was lying.

That's objectionable enough, but here is a question that teachers, parents and community members should be asking: Why would Fisher and his crew be laughing and joking at the prospect of a strike? How is that funny on any level?

Sac City Unified is a district in which 70 percent of the kids qualify for free or reduced lunches. A majority of the kids are racial or ethnic minorities. It's funny to disrupt the lives of those kids? And their parents? Really?

But shouldn't we support our teachers?

Of course we should. But we need to understand a nuance here.

The primary impediment to avoiding work stoppages and bankruptcy is not the teachers.

The primary impediment is the leaders of the teachers union.

SCTA is led by John Borsos who has a terrible reputation in labor circles. Borsos is not like other local labor leaders such as Yvonne Walker of SEIU Local 1000. Locally, Walker has been a leader in the fight for fair wages for state workers in Sacramento.

She is a brilliant negotiator and organizer and she is as tough as they come. Good luck to any politician who walks into the room with her unprepared.

But Walker also cares about her community. She is a good person, a kind person, a decent person. She can reach tough deals without trying to destroy people on the other side.

Fabrizio Sasso, Executive Director of the Sacramento Central Labor Council, is another example of a tough labor leader who gets deals done and cares about his community.

But that isn't the M.O. of Borsos. He's all about trying to demean and belittle people.

Jay Hansen, a former Sac City board member, said the district had to implement anti-bullying rules in negotiations because Borsos would treat district negotiators in ways that would get students in big trouble if they behaved as badly on school campuses.

"He would yell at people, make fun of them," Hansen said. "He would try to intimidate people physically."

Hansen said Borsos would apply these tactics to men and women.

After being drummed out of SEIU, being sued and filing for bankruptcy, Borsos somehow landed with SCTA. His stated philosophy is that unions have to be "militant" following last year's U.S. Supreme Court decision that public employees do not have to pay union dues.

It was a terrible decision by a conservative court but it could have a devastating affect on Sac City Unified if Borsos' scorched earth tactics push the district into insolvency.

"A strike, more vitriol and more fighting only hurts kids and what should be a common cause: To fix the district's finances and to begin investing in our schools again as soon as possible," said Mayor Darrell Steinberg, in response to Sac City's dysfunction and the tactics of Borsos.

How are Borsos' tactics playing out?

Last week, Sac City board members were inundated with phone calls by angry parents. They quickly realized why: SCTA members were passing out misleading leaflets about the district and encouraging parents to call board members. They included their private cell phone numbers on the leaflets.

"It was the craft work of John Borsos," said Christina Pritchett, a school board member. "I've never seen a district so dysfunctional with its union."

Pritchett said she received dozens of calls that typically began with an angry parent fuming at her.

"Most parents have little relation to the school board," Pritchett said. "They just want to support their teachers."

On Tuesday, I wrote about this <u>phenomenon</u> – how parents pushed for teachers to get a pay raise in 2017 but then didn't pay attention when county school officials told the district that they couldn't afford the raises.

Teachers are supported, and they should be. The district and the SCTA should be able to work together to close the budget deficit and avoid insolvency given that everyone will lose if Sac City goes bankrupt.

This shouldn't be this hard, but it is because Borsos and other SCTA "leaders" are calling for strikes and somehow thinking it's funny when it's not.

Take a look at the video again. You see that room full of people? That is the SCTA bargaining team – a whole room full of people? How are you supposed to work out a deal with a room full of people? Most groups, labor or otherwise, have small teams in the room to work deals.

Where else does this happen in the region? It doesn't. The clock is ticking. If the school district does not close its budget deficit by the end of the school year, the district will likely run out of money in the next school year. Then we'll have a state bailout, layoffs, programs gutted, pink slips and a 10-year process for Sac City to get out of virtual receivership.

How is any of that funny?

It's not. And this won't get fixed as long as Borsos is calling the shots.

From: <u>Jessica Wharton</u>
To: <u>Victoria Flores</u>

Jacqueline Rodriguez (Coordinator SSHS)

<u>Tami Cisneros</u> Nichole Wofford

Date: 4/24/2019 7:39:45 AM

Subject: RE: Principals' Meeting and Work Stoppage Debrief

Good Morning Victoria – Do you have the room assignments?

From: Victoria Flores

Sent: Wednesday, April 24, 2019 7:09 AM

To: Jacqueline Rodriguez (Coordinator SSHS) < Jacqueline-Rodriguez@scusd.edu>; Tami Cisneros < Tami-Cisneros@scusd.edu>; Nichole Wofford < Nichole-Wofford@scusd.edu>; Jessica Wharton < Jessica-

Wharton@scusd.edu>

Subject: FW: Principals' Meeting and Work Stoppage Debrief

Good morning -

Please plan on attending the debrief this morning, joining the principal you served with.

The calendar invite and subsequent cancellation was a mistake by a staff member who was also invited - so please disregard her cancellation.

I never received a response from Iris about our role, therefore I am sending you the email I sent her with the attached documents I suggested.

You don't need to share these or take a formal role, however if this comes up please feel free to share or reference these (particularly reminding people of EAP benefits - work stress is their jam!).

Thank you so much for your support -

Victoria

From: Victoria Flores

Sent: Tuesday, April 23, 2019 9:42 AM

To: Iris Taylor Cc: Mai Xi Lee

Subject: RE: Principals' Meeting and Work Stoppage Debrief

Hi Iris –

Do you still need Student Support staff for this debrief?

I have asked staff to be on stand-by, however so far I only have Jacqueline, Tami and myself who are available

Aliya will be at a required OJJDP grantee meeting, and Jessica Wharton is out sick (hopefully to return tomorrow).

If we are attending the debrief, may we briefly discuss our role and expectations?

If we are still attending, I was thinking we could focus on the importance of our professional well-being and self-care.

While everyone experienced the strike differently, the common theme is staying connected to your peers for your own professional growth and well-being, while also maintaining (or re-building) the connections with our school communities.

Staying connected to trusted peers or mentors during times of work stress (whether the stress is due to a strike – or other daily stressors) is essential for our well-being. Taking time for self-care also replenishes our ability to manage stressors or difficulties on the job.

If Principals are continuing to struggle with work stress or relationships in the work place, I would also highly encourage them to utilize their Employee Assistance Program (EAP).

Our EAP program provides telephone consults for work stress – and a lot more if needed.

This a great program for staff who may need individual support.

I have attached two hand-outs you could provide as resources – 30 Self-Care Ideas EAP flyer

In Community – Victoria

Victoria Flores, MSW Director, Student Support & Health Services District 504 Coordinator (916) 643-9144 (office) (916) 752-3643 (cell) Victoria-flores@scusd.edu

"Our vision is to serve all students with compassion and care, ensuring families have equitable access to systems of support that promote hope, resilience, empowerment, physical and mental wellness and educational success."

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From: Iris Taylor

Sent: Tuesday, April 23, 2019 9:14 AM

To: Ken McPeters < Ken-McPeters@scusd.edu>; Adrian Williams < Adrian-Williams@scusd.edu>; Catalina Martinez < Catalina-Martinez@scusd.edu>; Vanessa Marrero <Vanessa-Marrero@scusd.edu>; Christina Espinosa < CEspinosa@scusd.edu>; Kelly Dunkley < Kelly-Dunkley@scusd.edu>; Stephan Brown < Stephan-Brown@scusd.edu>; Kevshun Marshall «Kevshun-Marshall@scusd.edu»; Tanisha Turner «Tanishtu@scusd.edu»; Jacqueline Rodriguez (Coordinator SSHS) scusd.edu; Manpreet Kaur Manpreet-Kaur@scusd.edu; Linda Kingston <Linda-Kingston@scusd.edu>; Gayle McKnight <qaylemc@scusd.edu>; Sean Alexander <Sean-Alexander@scusd.edu>; Monica McRho < Monica Mcescusd.edu>; Becky Bryant < Becky Br@scusd.edu>; Gamine Curry < Gamine-Curry@scusd.edu>; Lynne Ruvalcaba <Lynne-Ruvalcaba@scusd.edu>; Chad Sweitzer <Chad-Sweitzer@scusd.edu>; Stanley Echols <<u>Stan-Echols@scusd.edu</u>>; Geral Lowe <<u>Geral-Lowe@scusd.edu</u>>; Aliya Holmes <<u>Aliya-</u> Holmes@scusd.edu>; Nichole Wofford <Nichole-Wofford@scusd.edu>; Mikila Fetzer <Mikila-Fetzer@scusd.edu>; Lisa Moore <Lisa-Moore@scusd.edu>; Christina Villegas <ChrisVi@scusd.edu>; Aaron Pecho <Aaron-Pecho@scusd.edu>; Nathaniel Browning < Nathaniel-Browning@scusd.edu >; Gary Coartney < Gary-Coartney@scusd.edu >; Amari Watkins < <u>Amari-Watkins@scusd.edu</u>>; Tiffany Smith-Simmons <<u>Tiffany-Smith-Simmons@scusd.edu</u>>; Victoria Flores <<u>Victoria-</u> Flores@scusd.edu>; Diana Flores < Diana-Flores@scusd.edu>; Kari Hanson-Smith < Kari-Hanson-Smith@scusd.edu>; Katy Hensley < <u>Katy-Hensley@scusd.edu</u>>; Kent Jones < <u>Kent-Jones@scusd.edu</u>>; Mary Struhs < <u>Mary-</u> <u>Struhs@scusd.edu</u>>; Cathy Morrison < <u>Cathy-Morrison@scusd.edu</u>>; Jessica Wharton < <u>Jessica-Wharton@scusd.edu</u>>; Onniel Sanchez < Onniel Sanchez@scusd.edu; Roxanne Findlay < Roxannfi@scusd.edu; Ed Eldridge Supt Office < <a href="mailto:Ed-Lorange-<u>Eldridge@scusd.edu</u>>; Glennielyn Pacheco <<u>Glennielyn-Pacheco@scusd.edu</u>>; David Edgar <<u>David-Edgar@scusd.edu</u> >; Ted Appel <<u>AppelT@scusd.edu</u>>; Jack Kraemer <<u>Jack-Kraemer@scusd.edu</u>>; Jim Dobson <<u>JimD@scusd.edu</u>>; Luda Hedger < HedgerL@scusd.edu >; Vanessa Girard < Vanessa-Girard@scusd.edu >; Kal Phan < Kal-Phan@scusd.edu >; Jacquie Bonini < <u>Jacquie-Bonini@scusd.edu</u>>; Kathryn Brown SPED < <u>Kathryn-Brown@scusd.edu</u>>; Marcus Strother < Marcus-Strother@scusd.edu>; Jerry Uhl < Jerry-Uhl@scusd.edu>; Gloria@scusd.edu>; Andrea Nava < <u>Andrea-Nava@scusd.edu</u>>; Doris Reese <<u>Doris-Reese@scusd.edu</u>>; Amaya Weiss <<u>Amaya-Weiss@scusd.edu</u>>; Mark Carnero < Mark-Carnero@scusd.edu>; Dianne Brown < Dianne-Brown@scusd.edu>; Steve Bruno < SteveBruno@scusd.edu>; Jacob Walker <Jacob-Walker@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>; Kelley Odipo <Kelley-Odipo@scusd.edu>; Karen Wiker <WikerK@scusd.edu>; Noel Estacio <Noel-Estacio@scusd.edu>; Sarah Dhah <Sarah-Dhah@scusd.edu>; Cindy Nguyen <Cindy-Nguyen@scusd.edu>; Dan Sanchez <Dan-Sanchez@scusd.edu>; GioVonna Washington-Woodfy <Giovonna-Washington@scusd.edu>; Kristina Reyes <Kristina-Reyes@scusd.edu>; Jennifer Kretschman <Jennifer-Kretschman@scusd.edu>; Ronald Hill <HillR@scusd.edu>; Lily Liemthongsamout <Lily-Liemthongsamout@scusd.edu>; Jennifer Osalbo <Jennifer-Osalbo@scusd.edu>; Vincent Harris <Vincent-Harris@scusd.edu>; Amna Javed <Amna-Javed@scusd.edu>; Melody Hartman <Melody-Hartman@scusd.edu>; Debra Hetrick <Debra-Hetrick@scusd.edu>; Pakou Woo <Pakou-Woo@scusd.edu>

Cc: Lisa Allen <<u>Lisa-Allen@scusd.edu</u>>; Mary HardinYOUNG <<u>Mary-HardinYoung@scusd.edu</u>>; Chad Sweitzer <<u>Chad-Sweitzer@scusd.edu</u>>; Tu Moua <<u>Tu-Moua@scusd.edu</u>>; Olga L. Simms <<u>Olga-Simms@scusd.edu</u>>; Christine Baeta < <u>Christine-Baeta@scusd.edu</u>>

Subject: Principals' Meeting and Work Stoppage Debrief

Dear Serna Staff,

You are receiving this email because you supported school sites on April 11th during the work stoppage. As a part of the Principals' Meeting on Wednesday, April 24th we will spend a portion of the meeting debriefing the April 11th work stoppage. This will take place from 8:00-8:45. We welcome your participation in this session if your schedule permits. It would be great for principals to hear your voice and perspective on your experience. The principals will meet in the rooms outlined in the attached document and we invite you to join the group with the school you supported on 4/11. Please let me know if you are able to attend. Please do not "reply all". You only need to reply to me if you plan to attend.

Thank you for your consideration, Iris

Iris Taylor, Ed.D. Chief Academic Officer Sacramento City Unified School District 5735 47th Ave Sacramento, CA 95824 916-643-9086 From: Mai Vang Board

To: Jorge Aquilar

Date: 4/12/2019 4:12:40 PM

Subject: Re: Health Benefit Rate Sheets (6)

Thank you Superintendent.

Question. Do we have a 1 pager that describe the current state we're in w/ the budget/teacher union? Like a fact sheet? If not, that's ok. I understand that the issue is complicated and can't be summarized in one page. I'm aware of our budget alerts, so I'll review them.

I might try to create one for cmty meetings...

- 1. SCUSD structural deficit/looming statetake over
- 2. How did we get here?
- 3. What's the plan?
- 4. What can you do help?

NB, if you have content (PPT, agenda template), can you send it to me?

Thx!

Mai Yang Vang SCUSD Trustee Area 5

e. Mai-Vang-Board@scusd.edu

"There is no such thing as a single-issue struggle because we do not live single-issue lives." - Audre Lorde

Sent from my iPhone, BUT NOT WHILE DRIVING. Please excuse any typos.

On Apr 12, 2019, at 3:15 PM, Jorge Aguilar < JAguilar@scusd.edu wrote:

Member Vang,

Per you request, attached are the health benefit sheets for each of our bargaining units. Please feel free to let me know if you need additional information. Take care.

----Original Message-----From: Martina Gomez

Sent: Friday, April 12, 2019 3:05 PM
To: Jorge Aguilar < <u>JAguilar@scusd.edu</u>>
Cc: Cancy McArn < <u>Cancy-McArn@scusd.edu</u>>

Subject: Health Benefit Rate Sheets (6)

From Cancy

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